

HOOD RIVER ALLIANCE CHURCH

July 19, 2023 Governing Team Meeting Minutes

Gregg Caruso, Kelsey Strand, Melissa Ing, Mary Bokovoy, Marty Miller, Bob Spotts, Anders Sorestad and Joe Rinella were present.

The meeting opened at 7:09PM with Gregg leading us in prayer.

I – LINKAGE

Administrative Pastor Tina Combs was our linkage to staff. Despite recent health issues concerning her dad, she reported she is doing pretty well. She has been focusing more on living life in the Holy Spirit and feels the Lord answering prayers. At home she is in a “sweet season”. She loves her job. Gregg has been preparing her for leadership and she is dreaming ideas beyond her present work assignments. Tina’s prayer request is for on-boarding just hired Youth Pastor, for his housing and for the prayer sermon she will present this coming Sunday.

II – STAFF REPORT FROM TINA

Youth Pastor candidate Luke has accepted our offer to fill the position. We have an amazing opportunity to help a leader grow. The Financial Advisory Board provided considerable help with the offered salary, he will go on the health insurance plan as soon as he is licensed, and his job description is in place. There was discussion about the length of his probation period relative to the potential hire of a permanent lead pastor.

III – EXCUSE OF MEMBERS

All members of the Governing Team were present for this meeting.

IV – CONSENT AGENDA

Anders reported for the May and June financials and attendance report that June was the best month of giving since January 2021, the giving numbers continue to rise and there has been an average of 10 new giving units in each of the last three months. June was also the first month where average weekly giving reached budgeted, and this includes the Youth Pastor position. The recent sermon series on generosity seems to have resonated with the congregation. Melissa moved to accept the May meeting minutes, Bob seconded, and they were approved.

V – BOARD GOVERNANCE

- We set calendar items.
- There was brief discussion about potential lead pastor pay package, with no response from member Erica on this just yet, there were no conclusions reached. FAB will be available for review. The input from the Governing Team will be whether we feel any adjustments are needed.
- Updating our bank information and check signers with Umpqua Bank has been completed.
- Saturday August 26th was selected as a Governing Team fun day to get-together with the team including spouses.
- Joe provided an overview of “Position Papers” the elders have been working on with Gregg. He mentioned their purpose in helping us, staff and congregation hold to convictions and provide clarification on contentious societal issues. They do not replace our Statement of Faith, but should help staff and leadership to use in relationship to others.
- Mary discussed GT priorities for the remainder of 2023 to keep us moving forward and on track for being a servant oriented church. The 4 priorities she provided: 1.) Members should be knowledgeable when bringing someone as a guest & confident in helping them come to Christ. 2.) Ministry teams being led by volunteers including multiplying servant teams, to safeguard people from being over-worked, mentoring lay leaders by staff. 3.) Developing trust among Governing Team members and 4.) Maintaining input from the youth,
- Facilities update: siding project on the modules was completed, no new progress for replacing main building doors, lawn sprinklers need work, but low priority item. Another layer of protective coating will be applied to the gym floor in August. Lights in mods 1 and 2 need work. Last, we still have need for a part-time facilities hire.
- Kelsey recommends we develop and have a CMA 101 course, suggesting it as a good way to have higher level involvement in developing lay leaders.
- Pastor Gregg’s Ministry Objectives report noted the following: 1.) we are off and running with our community groups and further development of them 2.) Tina is working on updating the employee handbook 3.) the job description for Office Administrator has been updated, including coaching on boundaries to guard against taking on too much. 4.) The Pastoral Search Team received 44 applications with 2-5 “strong” candidates and will begin a 2nd interview process very soon and the GT will be added into the process. Gregg encouraged us to follow the leading of the PST. Our prayer should be for an end-of-August timeline. 5.) Edwin may be stepping down from his role as part-time building maintenance. Butch Hunting was mentioned as a potential for this role. 6.) Paige will soon have her 3-month review in her role with children’s ministry. 7.) Tom Bostwick has stepped up to volunteer as head usher. 8.) Tina will put together a fall sermon series. There was discussion about gathering input from others before doing a series touching on communication needs. 9.) There is no men’s group within the church as yet, and no new

information regarding one. 10.) The FAB is doing well. 11.) the safety security team plans to meet on Aug. 1st. 12.) Mary's Fun Squad is up and running.

VI – POLICY PROCEDURE ITEM

Bob identified a need to revise our hiring policy to better coordinate and align with Policy Governance. It was moved to amend wording to delete “in concurrence” wording in the hiring policy, Marty made the motion, Kelsey seconded the motion and the move was passed with one vote opposed.

VII – STAFFING/FUNDS DISCUSSION

Anders led a discussion about matching funding to current staffing, noting that 60% of our budget goes to staffing. The discussion was robust regarding future funding needs and staffing. We will rest with an allowance of faith and reliance on the Holy Spirit to provide for filling the gap between present and future needs.

VIII - Assessment

Joe provided the meeting assessment. We will table a discussion about Andy Holmson as an elder candidate, a mock membership class, and social media manager. Mary will add action items in September, we agreed on what matters discussed in this meeting will be held in confidence. The meeting concluded at approximately 9:40PM.